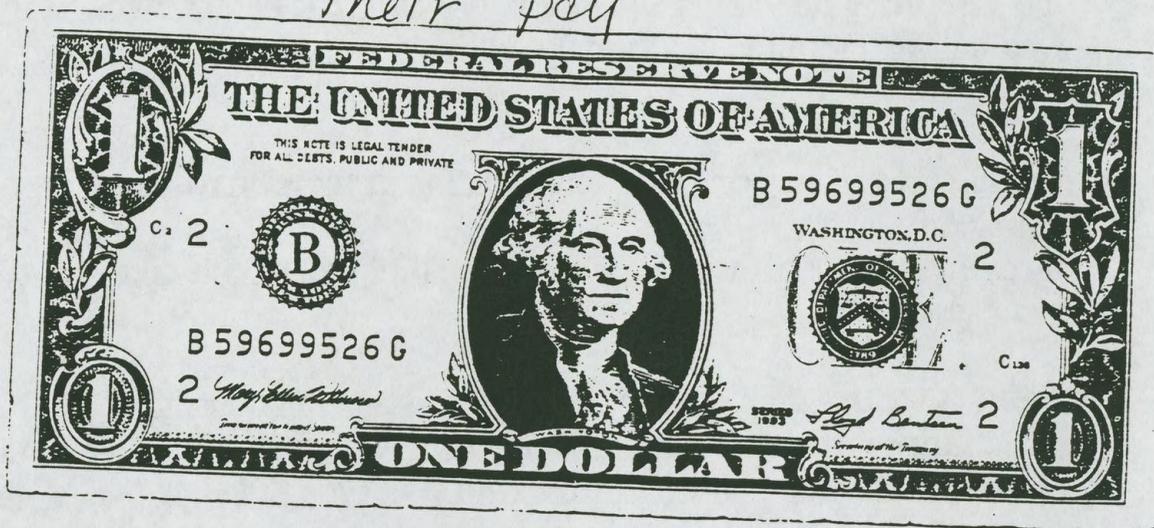


### **THREE PRONGED ALTERNATIVE APPROACH TO PRO-RATED PAY:**

These three combined changes would provide an alternate approach to achieving pro-rated pay for adjunct faculty.

- Require office hours [1 for every 3 hour course] to be paid at 60% of contact hour pay. Office hours not to substitute for conference hours build-in to classes, such as writing classes and paid at the full hourly rate. These hours not to be calculated in workload.
- To redress existing inequities, provide for proportionately higher salary [hourly rate] increases for adjunct faculty than for full-time faculty. A 15% increase in the first year would be necessary.
- Adjunct faculty shall move along the steps annually, as do full-time faculty, with a grandfather provision moving adjuncts to the appropriate step based on prior years of service. Steps shall be added to the top of the schedule to provide for a total of 16 salary steps.

*Their pay*



*Our pay*



## THE RATIONALE AND CALCULATION OF *PRO-RATED* PAY FOR ADJUNCT FACULTY

We are represented by the same union, employed by the same university, and teach the same students. We expect the same pay for the same work. We believe this is a basic union principle. Anything less is unjust and indefensible. **ROUGHLY 30% OF OUR PAYCHECK IS MISSING!**

The work and professional responsibilities involved in teaching a course at CUNY are no different whether an adjunct or full-time faculty member teach the course. Adjunct faculty do exactly the same work as full-time Lecturers or Assistant Professors at community colleges, except for their administrative duties. Therefore, they should receive equal pay for equal work, i.e. pro-rated pay per course taught.

This equivalence of teaching responsibility per course assumes that adjunct faculty provide office hours to their students. We are including this responsibility since it has been implicitly [if not explicitly] expected by all concerned, our students, our departments, our profession and ourselves, despite the fact that we are currently unpaid for these hours.

If, any only if, we receive full pro-rated pay, would we consider ourselves as having been paid for office hours. We insist that office hours be contractually part of teaching each course and be paid for.

### **PRO-RATED PAY, CONSERVATIVELY CALCULATED:**

Adjunct Lecturers shall receive 1/10 of the annual salary of the full-time Lecturer for each 3 credit [or 3 contact hour] course taught. Adjunct Assistant Professors shall receive 1/10 the annual salary of full-time Assistant Professors.

Additionally, Adjunct faculty shall move along the steps annually, as do full-time faculty, with a grandfather provision moving adjuncts to the appropriate step based on prior years of service.

The basis of this calculation is that the responsibilities of the full-time Lecturer or Assistant Professor at a community college [teaching to contract] is 27 credits per year, i.e. 9 [3 credit] courses which include the provision of office hours/student consultation, - plus administrative duties. Counting their administrative duties as equivalent to 1 [3 credit] course per year, they teach the equivalent of - 30 credits per year, i.e. 10 [3 credit] courses annually.

#### **AN EXAMPLE:**

A adjunct lecturer newly hired in 95/96 shall be paid \$2,745 per 3 credit course. Whereas, an adjunct lecturer who began teaching 6 years prior shall be paid \$3,634 per 3 credit course.

This is based on a full-time Lecturers annual pay of \$27,454 if they were newly hired in 95/96, or \$36,344, if they were in their 6th year of teaching. An equivalent procedure would follow for adjunct Assistant Professors and full-time Assistant Professors in community colleges.

Our paycheck is roughly 70% of what full-time faculty in the same rank earn for the same work. We expect the missing 30% to appear in our paychecks next year!

**THE PAY GAP MUST BE CLOSED!**  
This is not a pay raise. It is a pay adjustment.

## ELABORATION AND COMPUTATION:

1. An hourly pay rate could be imputed from pro-rated course payment. For example, the newly hired adjunct lecturer noted above would have an imputed hourly rate of \$61 which would implicitly include office hours.

The pay, \$2,735 per 3 credit course. A 3 credit course involves 45 contact hours. Take \$2,735 divided by 45 = \$61 per contact hour. A 4 credit course, would pay \$3660, [ $\$61 \times 60$  contact hours]. Likewise, a 2 credit course would pay \$1,830. [ $\$61 \times 30$  contact hours].

The same procedure would follow for an adjunct further along the schedule or in a different rank, by merely taking the appropriate pay for the 3 credit course.

2. The pay gap varies with seniority, increasing with more years of service. Below are some examples of this pay gap [for adjunct faculty teaching in 95/96]

An adjunct Lecturer in the 6th year of teaching at CUNY earns 64% of what their full-time colleague is paid - for the same work.

An adjunct Assistant Professor in the 6th year of teaching at CUNY earns 65% of what their full-time colleague is paid - for the same work.

A newly hired adjunct Lecturer earns 75% of what their full-time colleague is paid - for the same work

A newly hired adjunct Assistant Professor earns 78% of what their full-time colleague is paid - for the same work

3. For most adjunct faculty the pay *gap* varies roughly from 22% to 36% depending upon length of service for most adjuncts. For those adjunct faculty teaching longer than 6 years, the gap is even greater than 36%! The 30% gap is a very rough average.

4. Closing this gap would require a salary increase of 33% to 56% for the examples given.